



KAREN BASS  
MAYOR

May 12, 2025

Honorable Members of the City Council  
c/o City Clerk  
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have appointed Mr. Adam Bierman to the Cannabis Regulation Commission for the term ending June 30, 2026.

I certify that in my opinion Mr. Bierman is especially qualified by reason of training and experience for the work which shall devolve upon him, and that I make the appointment solely in the interest of the City.

Mr. Bierman will fill the vacancy created by the departure of Shi Young Lim.

Sincerely,

A handwritten signature in black ink that reads 'Karen Bass'.

KAREN BASS  
Mayor

KB:lap

Attachment

## COMMISSION APPOINTMENT FORM

**Name:** Adam Bierman  
**Commission:** Cannabis Regulation Commission  
**End of Term:** 6/30/2026

### Appointee Information

- 1. Race:** Caucasian
- 2. Gender:** Male
- 3. Council District and neighborhood of residence:** 1 - East LA
- 4. Are you a registered voter in the City of Los Angeles?** Yes
- 5. Prior commission experience:**
- 6. Highest level of education completed:** J.D., University of California, Berkeley School of Law
- 7. Occupation/profession:** Senior Counsel, Global Emerging Technologies, Uber Technologies, Inc.
- 8. Experience(s) that qualifies person for appointment:** See attached resume
- 9. Purpose of this appointment:** Appointment
- 10. Current composition of the commission (excluding appointee):**

Commissioner	APC	CD	Race	Gender	Term End
Melendez, Mario	Central	5	Latinx, Native American	M	6/30/2025
Nash, David	South Valley	2	Caucasian	M	6/30/2025
Mason, Thryeris	South LA	8	African American	F	6/30/2027
Farmby, Anton	South Valley	2	African American	M	6/30/2027
VACANT					6/30/2026

# ADAM Z. BIERMAN

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## PROFESSIONAL SUMMARY

I am a legal and regulatory leader with a track record of solving thorny problems and unlocking novel business opportunities. I thrive in dynamic, fast-paced settings, and I am fascinated by emerging areas of business, technology, policy, and law.

As Senior Counsel for Global Emerging Tech at Uber, I advise on company-priority emerging tech across the world, including scaling autonomous vehicles (AVs) on the Uber platform, harnessing the power of AI, sidewalk robot & drone delivery, eVTOLs, and other transformative new technologies.

I have broad experience navigating novel, high-stakes regulatory issues, counseling on product and organizational risk, managing litigation and enforcement matters, engaging in advocacy and relationship building with external stakeholders, public policy and communications, drafting and implementing company-wide policies, and building legal and risk management systems.

## HIGHLIGHTS

- Obtained regulatory approval for Uber's first international AV partnership (Abu Dhabi; 2024)
- Led successful negotiation and implementation of first-of-their-kind regulatory frameworks in several US states (2022-2024)
- Secured an industry-leading \$18M+ in subsidies for UberWAV product through novel CA regulatory program aimed at expanding WAV access (2020-2023)
- Developed and executed risk and compliance management strategies to mitigate \$200M+ of risk in highly scrutinized regulatory environments (2020-2025)
- Led rollout of a novel regulatory matter management system, streamlining workflow and enabling data-driven performance measurement for US legal team (2022-2024)

## EXPERIENCE

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### **Uber Technologies, Inc.**

*Senior Counsel, Global Emerging Technologies*

*2025 - Present*

- I counsel the business on navigating uncharted and emerging legal and regulatory territory, including developing and executing regulatory and policy strategy, collaborating with regulators and policymakers around the world to develop frameworks to thoughtfully govern new tech, and advising on risk in nascent areas of technology.
- I lead regulatory efforts for autonomous vehicles (AVs) across the United States and Europe (including autonomous rideshare, food and item delivery, and eVTOL transportation) and advise on emerging regulatory issues related to artificial intelligence (AI).

*Senior Counsel, US Mobility & Delivery*

*2022 - 2025*

- Served as chief legal and regulatory adviser to rideshare and delivery operations leadership across 15+ states in the Western US region

- Counseled cross-functional teams (Operations, Product, Safety, Policy, and Engineering) on risk mitigation across new product launches and ongoing business operations
- Drafted legislation and engaged in negotiations to advance favorable policy at the local and state levels
- Led external advocacy to secure favorable regulations and minimize regulatory blockers
- Developed and implemented comprehensive legal compliance strategies
- Managed regulatory investigations and enforcement actions and negotiate successful resolutions
- Oversaw outside counsel and and supervise in-house legal professionals
- Led key organizational initiatives, including implementing a new matter management system and leading efforts to foster company cultural values across the legal team

*Counsel, US Mobility*

2020 - 2022

- Served as chief legal and regulatory adviser to rideshare operations leadership in Pacific Northwest US region
- Promoted to Senior Counsel after less than 2 years

**Cox, Castle & Nicholson LLP**

*Regulatory and Business Attorney*

2019 - 2020

- Advised clients on risk mitigation strategies and compliance with local and state laws for controversial and high visibility development projects
- Developed and implemented successful strategies to secure government approvals
- Negotiated favorable commercial and regulatory agreements
- Successfully defended against litigation challenging project approvals
- Supervised technical and political consultants and internal legal staff

**Office of Los Angeles City Attorney Mike Feuer**

*Deputy City Attorney, Citywide Nuisance Abatement Program (CNAP)*

2016 - 2019

- Led successful civil litigation efforts against bad-faith housing and commercial property operators. Efforts resulted in significant increases in public safety and quality of life across impacted communities, as well as revitalization and increased utilization of subject properties.

**Office of Los Angeles Mayor Eric Garcetti**

*Project Lead, Office of Budget and Innovation*

2015 - 2016

- Led a portfolio of risk and performance management reforms for the Mayor's Back-to-Basics agenda. Highlights include Mayor's Executive Directive No. 18, which adopted a novel data-driven approach to worker safety and risk management and resulted in significant reductions in liability claims and costs.

**Latham & Watkins LLP**

*Associate Attorney*

2012 - 2015

- Managed a diverse portfolio of complex business disputes, antitrust matters, regulatory investigations, and bank finance transactions for various companies
- Provided strategic regulatory and litigation counsel to C-suite executives during a high-profile corporate acquisition
- Demonstrated commitment to social responsibility by actively participating in the firm's pro bono program, advocating for indigent clients in immigration, domestic violence, and government benefits cases

## EDUCATION

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**University of California, Berkeley, School of Law, J.D.**

May 2012

*Honors:* Order of the Coif

*Activities:* Program Director, American Constitution Society  
Advisor, Berkeley Law New Business Practicum

**University of California, Los Angeles, B.A. Political Science**

June 2009

*Honors:* *Summa Cum Laude*, Phi Beta Kappa

Personal interests include Dodgers baseball, tennis, meditation, and spending time with my young children



KAREN BASS  
MAYOR

May 12, 2025

Dear Mr. Bierman:

I am pleased to inform you that I hereby appoint you to the Cannabis Regulation Commission for the term ending June 30, 2026, subject to confirmation by the City Council.

To begin the appointment process, please review, sign, and return the enclosed Remuneration Form and undated Letters of Separation **within one week** of receiving this letter. These documents are necessary to ensure the most efficient, open, and accountable city government possible.

Mayor's Office policy requires all potential commissioners to be fingerprinted as part of the background check. The Commissions team will assist in connecting you with Personnel's Background Unit so that you may schedule an appointment to have this done. You must schedule the appointment **within one week** of receiving this letter.

Should this apply to your commission, you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws, and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **within 21 days** of your nomination to the City Ethics Commission via the California Fair Political Practices Commission's e-Disclosure website, or by mailing the forms to City Hall at 200 N. Spring Street, 24th Floor, Los Angeles, California 90012. Any inquiries regarding this form should be directed to Samantha Rodriguez at the City Ethics Commission by email at [samantha.rodriguez@lacity.org](mailto:samantha.rodriguez@lacity.org).

As part of the appointment process, Eunisses Hernandez, your Councilmember, and Councilmember Imelda Padilla, the Chair of the Government Operations Committee, may wish to meet with you to answer any questions they have. Our office will assist with arranging these meetings.

Mr. Adam Bierman  
May 12, 2025  
Page 2

Additionally, you will be required to attend public meetings at City Hall where your appointment will be considered. You will be hearing from our office and a City Council Clerk who will let you know when your appointment will be considered by the Government Operations Committee. Sometime thereafter, you will be notified of the date when your appointment will be presented to the full City Council. Before you may begin serving, you will be required to take the Oath of Office in the City Clerk's Office located in Room 395 of City Hall. If you require parking for these meetings, please contact my Commissions team by email at [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org).

Per the City Charter, most commissioners must be registered voters of the City of Los Angeles, and must therefore reside within Los Angeles. If you move at any point during your term, or your contact information changes, please contact my Commissions team immediately at the email address listed below. While we hope that you complete a successful term, if for some reason you intend to resign, please do so in writing to my Commissions team at [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org).

Congratulations, and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in black ink that reads "Karen Bass". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

KAREN BASS  
Mayor

KB:lap

Attachment I  
Mr. Adam Bierman  
May 12, 2025

## **Nominee Check List**

### **I. Within 7 days:**

- Email the below completed documents, found on the last three pages of this letter, to: [myr-commissions@lacity.org](mailto:myr-commissions@lacity.org) OR mail them to:

Office of the Mayor  
Attn: Luz Portillo  
200 N. Spring Street, Room 303  
Los Angeles, CA 90012

- Remuneration Form
- Undated Separation Letters (2)

- Schedule an appointment to get fingerprinted to complete a background check. The Commissions team will assist in connecting you with the Personnel Background Unit.

### **II. Before your appointment is heard in committee or full council (you will be contacted by the Clerk's Office with this date):**

- File the following forms with the City Ethics Commission. If you are required to file, you will receive these forms via email from that office. Be sure to take no more than 21 days to file, per City law.

- Statement of Economic Interest ("Form 700")  
*IMPORTANT:* The City Council will not consider your nomination until your completed form is reviewed by the Ethics Commission.
- CEC Form 60

### **III. The Mayor's Office will notify the below Councilmembers of your nomination, so that they may reach out to schedule a meeting with you should they wish.**

- Your City Councilmember Eunisses Hernandez
- Councilmember Imelda Padilla, Chair of the Council Committee considering your nomination

### **IV. Public Meetings at City Hall:**

- Government Operations Committee Hearing
- Full Council Hearing